

Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 1997 were \$65,400 and \$48,600, respectively. For 1998, the tier I limit increased to \$68,400 per year, while the tier II limit was \$50,700 per year. Under the unemployment program, the taxable earnings base was the first \$890 of each employee's monthly earnings in 1997 and \$925 in 1998. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue has been updated from 1978 to 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. The employer shown for employees reported by more than one employer is the last employer in the year.
2. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One year of service represents service in 12 to 23 months; two years, service in 24 to 35 months, etc.

3. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1997

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹		Tier 2	Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total					
1937	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1997 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1967.....	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968.....	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969.....	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970.....	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971.....	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972.....	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973.....	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974.....	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975.....	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976.....	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977.....	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978.....	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979.....	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980.....	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981.....	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982.....	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983.....	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984.....	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985.....	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986.....	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987.....	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988.....	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989.....	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990.....	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991.....	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992.....	318	276	12,696	11,896	93.7	10,573	256	223	10,453	9,794
1993.....	310	271	12,420	11,716	94.3	10,490	248	217	10,189	9,611
1994.....	305	266	12,494	11,889	95.2	10,669	245	214	10,213	9,718
1995.....	298	265	12,555	11,917	94.9	10,645	238	212	10,204	9,685
1996.....	290	257	12,878	12,218	94.9	10,848	231	205	10,472	9,936

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1997 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
			Taxable ¹							
	Total	Average ²	Total	Aggregate tier 1	Percent of total	Tier 2	Total	Average ²	Total	Tier 1
1997.....	287	253	\$13,141	\$12,498	95.1	\$11,137	229	201	\$10,662	\$10,140

¹ Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

² Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (previously Interstate Commerce Commission) reports. For all employees, such data include estimates of employees and compensation not reported to the STB (ICC).

Table D2.--Employees, by employment status, 1968-1997 (In thousands)

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total	Females				
1968.....	879	56	135	743	93	21
1969.....	865	56	143	721	100	21
1970.....	825	53	128	696	86	18
1971.....	774	50	103	671	62	16
1972.....	737	47	100	637	55	12
1973.....	726	46	88	639	76	13
1974.....	739	47	99	641	87	13
1975.....	678	44	88	591	32	6
1976.....	661	43	68	593	58	11
1977.....	655	44	62	593	53	9
1978.....	667	45	63	604	65	9
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	3
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	2
1996.....	290	25	21	268	12	2
1997.....	287	25	(1)	(1)	17	2

¹ Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 1988-1997

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
ALL CLASSES OF EMPLOYER							
1988.....	374	10.6	\$2,881	\$30,627	280	\$2,954	\$35,443
1989.....	355	10.8	2,943	31,880	276	3,005	36,060
1990.....	341	10.8	3,034	32,849	267	3,107	37,284
1991.....	327	10.9	3,188	34,868	260	3,268	39,216
1992.....	318	11.0	3,368	36,898	256	3,426	41,112
1993.....	310	11.0	3,390	37,308	251	3,469	41,628
1994.....	305	11.0	3,503	38,474	247	3,598	43,180
1995.....	298	11.0	3,574	39,480	243	3,650	43,795
1996.....	290	11.0	3,768	41,566	237	3,855	46,263
1997.....	287	11.0	3,909	42,962	234	4,001	48,009
CLASS I RAILROADS							
1988.....	306	10.8	\$2,924	\$31,454	234	\$2,982	\$35,779
1989.....	288	10.9	2,986	32,631	227	3,033	36,396
1990.....	275	10.9	3,058	33,364	218	3,123	37,476
1991.....	265	11.0	3,223	35,499	213	3,291	39,492
1992.....	256	11.0	3,421	37,718	209	3,462	41,544
1993.....	248	11.1	3,437	38,174	204	3,500	42,000
1994.....	245	11.1	3,538	39,188	201	3,620	43,436
1995.....	238	11.1	3,600	40,120	197	3,660	43,923
1996.....	231	11.1	3,811	42,364	192	3,885	46,623
1997.....	229	11.1	3,952	43,819	189	4,030	48,356

Table D4.--All employees and employees age 65 or older, by completed years of service, 1988-1997 (In thousands)

	Completed years of service									
	Total		Less than 10		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL EMPLOYEES										
1988.....	374	100	90	24	157	42	69	19	57	15
1989.....	355	100	81	23	150	42	75	21	50	14
1990.....	341	100	74	22	140	41	82	24	45	13
1991.....	327	100	69	21	130	39	88	27	41	12
1992.....	318	100	67	21	120	38	93	29	38	12
1993.....	310	100	69	22	106	34	98	32	36	12
1994.....	305	100	73	24	93	30	104	34	35	12
1995.....	298	100	74	25	83	28	105	35	35	12
1996.....	290	100	75	26	73	25	106	36	37	13
1997.....	287	100	81	28	62	22	107	37	38	13
EMPLOYEES AGE 65 OR OLDER										
1988.....	3	100	(1)	6	(1)	17	1	18	2	59
1989.....	3	100	(1)	7	(1)	19	(1)	19	1	56
1990.....	2	100	(1)	7	(1)	17	(1)	20	1	55
1991.....	2	100	(1)	8	(1)	16	(1)	20	1	56
1992.....	2	100	(1)	8	(1)	17	(1)	21	1	54
1993.....	2	100	(1)	10	(1)	16	(1)	23	1	51
1994.....	2	100	(1)	9	(1)	17	1	26	1	48
1995.....	2	100	(1)	8	(1)	16	1	30	1	46
1996.....	2	100	(1)	10	(1)	16	1	28	1	46
1997.....	2	100	1	23	(1)	14	1	25	1	39

¹ Fewer than 500.

Table D5.--Employees in 1997 and selected service and compensation data, by class of employer

Class of employer	Number of employees		Average months of service	Average creditable compensation per month of service	Number of employees by amount of average creditable compensation per month of service					
				All employees	Employees with 12 months of service	Under \$3,000	\$3,000-3,799.99	\$3,800-4,599.99	\$4,600-5,449.99	\$5,450.00
	Total	Female								
Class I railroads	228,674	18,284	11.1	\$3,952	\$4,030	57,500	62,528	39,915	31,758	36,973
Class II railroads.	11,249	882	10.6	3,527	3,700	4,388	2,899	2,033	1,076	853
Class III railroads	32,732	3,401	10.7	3,846	4,001	10,211	7,396	5,392	5,646	4,087
Switching and terminal companies . .	7,011	439	10.4	3,604	3,733	2,423	1,970	1,224	702	692
Car-loan companies . . .	2,975	211	11.2	3,332	3,352	1,291	1,042	277	155	210
Miscellaneous employers¹	4,823	1,661	10.2	3,929	4,029	1,676	723	556	494	1,374
Total	287,464	24,878	11.0	\$3,909	\$4,001	77,489	76,558	49,397	39,831	44,189

¹ Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 1997

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 Months of service in 1997	With 10 or more years of service	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
CLASS OF EMPLOYER									
Class I railroads.....	228,674	189,409	171,980	218,627	11,605	6,473	\$ 10,020,359	\$ 8,999,704	\$2,238,134
Class II railroads.....	11,249	8,450	6,749	10,417	1,085	640	420,276	391,826	103,980
Class III railroads.....	32,732	25,240	18,989	30,150	2,723	1,446	1,343,224	1,200,527	304,500
Switching and terminal companies.....	7,011	5,320	4,679	6,171	484	181	261,894	242,651	63,137
Car-loan companies.....	2,975	2,516	1,405	2,882	130	74	111,010	106,065	29,505
Miscellaneous employers¹.....	4,823	3,556	2,772	4,197	513	218	193,244	166,871	41,732
Total.....	287,464	234,491	206,574	272,444	16,540	9,032	\$12,350,006	\$11,107,644	\$2,780,988
SELECTED EMPLOYERS									
Burlington Northern and Santa Fe Ry. Co.....	50,537	42,131	35,409	48,722	3,474	2,337	2,318,176	2,051,262	498,961
Consolidated Rail Corp. (Conrail).....	22,188	18,491	18,984	21,338	197	100	992,315	888,138	216,200
CSX Transportation Inc.....	31,741	26,457	27,426	30,617	1,177	604	1,390,963	1,267,430	313,452
Grand Trunk Western RR. Co.....	2,605	2,060	2,157	2,526	24	15	110,787	100,312	25,385
Illinois Central Gulf RR. Co.....	3,509	2,926	3,000	3,313	135	80	159,821	140,378	34,087
Kansas City Southern Ry. Co.....	2,650	2,271	1,822	2,563	147	95	119,265	106,486	26,436
Soo-Kansas City Southern Joint Agency.....	149	123	112	145	6	3	6,058	5,765	1,496
National Railroad Passenger Corp. (Amtrak).....	26,112	20,360	15,657	24,580	1,968	1,025	947,524	892,430	249,012
Norfolk Southern Corp.....	25,272	21,425	18,970	24,288	1,494	917	1,067,647	978,571	250,069
Soo Line RR. Co.....	3,994	2,974	2,902	3,782	158	57	163,197	150,478	37,755
Union Pacific RR. Co.....	59,917	50,191	45,541	56,753	2,825	1,240	2,744,606	2,418,455	585,280

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

Table D7.-- Employees in 1997, by class of employer and amount of creditable compensation

Class of employer	Number by amount of creditable compensation										
	Total	Under \$20,000	\$20,000- 29,999	\$30,000- 34,999	\$35,000- 39,999	\$40,000- 44,999	\$45,000- 49,999	\$50,000- 54,999	\$55,000 59,999	\$60,000- 65,399	\$65,400
Class I railroads.....	228,674	20,394	15,373	22,107	36,644	27,138	22,345	18,430	15,726	16,140	34,377
Class II railroads.....	11,249	1,942	1,241	1,303	1,625	1,270	1,113	919	614	434	788
Class III railroads.....	32,732	5,261	2,919	2,653	3,464	3,629	2,997	2,447	2,174	3,521	3,667
Switching and terminal companies ..	7,011	1,326	567	752	1,072	863	670	511	361	310	579
Car-loan companies.....	2,975	232	374	631	758	379	193	98	61	61	188
Miscellaneous employers¹.....	4,823	1,035	510	333	409	330	275	288	217	248	1,178
Total	287,464	30,190	20,984	27,779	43,972	33,609	27,593	22,693	19,153	20,714	40,777

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 1997, by class of employer and months of service

Class of employer	Total	Number by months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
Class I railroads.	228,674	189,409	6,809	4,776	3,871	3,244	2,846	2,679	2,650	2,701	3,248	2,959	3,482
Class II railroads.	11,249	8,450	276	369	321	241	270	176	195	220	217	260	254
Class III railroads.	32,732	25,240	868	831	657	643	655	646	528	601	646	620	797
Switching and terminal companies. ...	7,011	5,320	162	144	125	106	109	84	92	126	164	329	250
Car-loan companies.	2,975	2,516	52	66	39	72	44	26	33	33	39	37	18
Miscellaneous employers¹.	4,823	3,556	107	70	82	82	98	98	103	123	158	140	206
Total.	287,464	234,491	8,274	6,256	5,095	4,388	4,022	3,709	3,601	3,804	4,472	4,345	5,007

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 1997, by amount of creditable compensation and by sex or completed years of service

Creditable compensation	Total Number	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
Under \$5,000.00.....	11,118	9,654	1,464	7,238	875	608	676	777	420	524
\$5,000.00-\$9,999.99.....	7,067	6,030	1,037	4,621	498	278	367	468	308	527
\$10,000.00-\$14,999.99....	5,874	4,970	904	3,538	467	264	516	422	300	367
\$15,000.00-\$19,999.99....	6,131	5,242	889	3,538	566	375	548	477	283	344
\$20,000.00-\$24,999.99....	8,049	6,816	1,233	4,044	1,024	588	824	656	419	494
\$25,000.00-\$29,999.99....	12,935	10,784	2,151	4,898	1,915	1,223	1,663	1,496	870	870
\$30,000.00-\$34,999.99....	27,779	23,690	4,089	5,792	3,613	2,609	4,636	4,939	3,581	2,609
\$35,000.00-\$39,999.99....	43,972	39,498	4,474	6,139	4,722	3,507	7,280	9,482	7,378	5,464
\$40,000.00-\$44,999.99....	33,609	30,969	2,640	4,585	3,646	2,598	5,581	7,372	5,847	3,980
\$45,000.00-\$49,999.99....	27,593	25,921	1,672	3,194	2,723	1,909	4,513	6,472	5,145	3,637
\$50,000.00-\$52,499.99....	11,746	11,125	621	1,214	1,134	861	1,956	2,697	2,253	1,631
\$52,500.00-\$54,999.99....	10,947	10,388	559	962	1,035	708	1,773	2,649	2,226	1,594
\$55,000.00-\$57,499.99....	9,902	9,424	478	870	933	664	1,575	2,371	2,071	1,418
\$57,500.00-\$59,999.99....	9,251	8,830	421	628	801	577	1,508	2,281	2,005	1,451
\$60,000.00-\$62,499.99....	8,712	8,330	382	517	656	511	1,399	2,218	1,973	1,438
\$62,500.00-\$65,399.99....	12,002	11,292	710	529	815	823	1,924	3,021	2,781	2,109
\$65,400.00.....	40,777	39,623	1,154	1,374	1,786	1,904	5,373	10,344	10,632	9,364
Total.....	287,464	262,586	24,878	53,681	27,209	20,007	42,112	58,142	48,492	37,821

Table D10.--Employees in 1997, by amount of creditable compensation or sex and by age

Creditable compensation	Total number ¹	Age on birthday in 1997											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
Under \$5,000.00.....	11,118	294	1,214	1,343	1,250	1,310	1,602	1,395	952	598	485	96	63
\$5,000.00-\$9,999.99.....	7,067	176	1,030	1,090	841	781	828	719	521	355	436	70	36
\$10,000.00-\$14,999.99....	5,874	67	734	852	689	722	808	695	459	327	310	44	34
\$15,000.00-\$19,999.99....	6,131	45	753	957	735	701	842	757	512	353	287	47	57
\$20,000.00-\$24,999.99....	8,049	45	760	1,139	970	965	1,213	986	745	475	469	79	79
\$25,000.00-\$29,999.99....	12,935	21	918	1,520	1,380	1,626	2,116	1,873	1,382	967	794	106	103
\$30,000.00-\$34,999.99....	27,779	11	891	2,149	2,201	3,242	5,103	5,252	4,089	2,887	1,485	150	144
\$35,000.00-\$39,999.99....	43,972	4	777	2,394	2,774	4,173	8,383	9,514	7,947	5,242	2,281	180	150
\$40,000.00-\$44,999.99....	33,609	...	523	1,825	2,273	3,497	6,648	7,535	5,802	3,645	1,505	144	95
\$45,000.00-\$49,999.99....	27,593	2	267	1,394	1,693	2,797	5,704	6,377	4,704	3,018	1,363	104	72
\$50,000.00-\$52,499.99....	11,746	...	101	543	685	1,190	2,465	2,806	2,096	1,262	496	33	23
\$52,500.00-\$54,999.99....	10,947	1	88	426	671	1,093	2,272	2,573	2,021	1,189	521	31	21
\$55,000.00-\$57,499.99....	9,902	...	65	386	602	980	2,027	2,423	1,849	1,028	443	46	21
\$57,500.00-\$59,999.99....	9,251	...	40	283	475	858	1,949	2,304	1,845	1,012	416	23	18
\$60,000.00-\$62,499.99....	8,712	...	24	218	427	820	1,808	2,225	1,756	979	374	38	13
\$62,500.00-\$65,399.99....	12,002	...	19	225	494	1,055	2,378	3,182	2,444	1,349	683	110	29
\$65,400.00.....	40,777		45	395	958	2,575	7,549	11,143	9,468	5,696	2,501	315	74
ALL EMPLOYEES													
Male.....	262,586	573	7,348	15,327	16,622	25,181	49,369	57,001	44,885	28,169	13,762	1,406	558
Female.....	24,878	93	901	1,812	2,496	3,204	4,326	4,758	3,707	2,213	1,087	210	59
Total.....	287,464	666	8,249	17,139	19,118	28,385	53,695	61,759	48,592	30,382	14,849	1,616	617

¹ Includes employees whose age was not reported.

Table D11.--Employees in 1997, by age or sex and by completed years of service

Age on birthday in 1997	Completed years of service													
	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20.	666	100	666	100	.....	...	.....	...	.....	...	.....	...	.....	...
20 to 24.	8,249	100	8,249	100	.....	...	.....	...	.....	...	.....	...	.....	...
25 to 29.	17,139	100	17,039	99	100	1	.....	...	.....	...	.....	...	.....	...
30 to 34.	19,118	100	16,953	89	2,068	11	97	1	.....	...	.....	...	.....	...
35 to 39.	28,385	100	13,801	49	5,379	19	8,187	29	1,018	4	.....	...	.....	...
40 to 44.	53,695	100	9,909	18	5,589	10	16,218	30	20,387	38	1,592	3	.....	...
45 to 49.	61,759	100	6,235	10	3,545	6	9,799	16	21,713	35	19,572	32	895	1
50 to 54.	48,592	100	3,302	7	1,798	4	4,679	10	9,295	19	18,018	37	11,500	24
55 to 59.	30,382	100	1,454	5	913	3	2,090	7	3,895	13	6,597	22	15,433	51
60 to 64.	14,849	100	518	3	397	3	861	6	1,584	11	2,392	16	9,097	61
65 to 69.	1,616	100	124	8	106	7	159	10	210	13	292	18	725	45
70 and older.	617	100	387	63	26	4	11	2	32	5	25	4	136	22
ALL EMPLOYEES														
Male.	262,586	100	70,112	27	17,372	7	38,245	15	54,834	21	45,860	17	36,163	14
Female.	24,878	100	10,778	43	2,635	11	3,867	16	3,308	13	2,632	11	1,658	7
Total².	287,464	100	80,890	28	20,007	7	42,112	15	58,142	20	48,492	17	37,821	13

¹ Less than 0.5 percent.² Includes employees whose age was not reported.

NOTE.-- The median age for male employees was 46 years, for female employees 44 years, and for all employees 46 years.

Table D12.--Employees in 1997, by sex and completed years of service

Completed years of service	All employees		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
30 and over.....	37,821	13	36,163	14	1,658	7
25 to 29	48,492	30	45,860	31	2,632	17
20 to 24	58,142	50	54,834	52	3,308	31
15 to 19	42,112	65	38,245	67	3,867	46
10 to 14	20,007	72	17,372	73	2,635	57
9.....	4,893	74	4,128	75	765	60
8.....	5,779	76	4,818	77	961	64
7.....	5,743	78	4,894	79	849	67
6.....	5,098	79	4,366	80	732	70
5.....	5,696	81	4,948	82	748	73
4.....	7,209	84	6,179	84	1,030	77
3.....	9,865	87	8,765	88	1,100	82
2.....	8,788	90	7,862	91	926	85
1.....	10,570	94	9,251	94	1,319	91
Less than 1.....	17,249	100	14,901	100	2,348	100
Total.....	287,464	100	262,586	100	24,878	100